



## **Diversity Task Group Minutes**

Date: March 11, 2019

Time: 6:45pm – Social Time; 7:00-9:00pm - Meeting

Location: Jefferson Cutter House

---

Attendees: Rajeev Soneja, Todd Morse, Biz LaRose, Claire Johnson, Gabe Benson, Purvi Patwari, Sophie Spink, Brooks Harrelson, Lynette Culvethouse, Louise Popkin, Liza Halley, Betty Stone

1. Ice breaker: Best part of spring
2. Minutes read and approved
3. Special Guest: Todd Morse- on hiring diverse teaching staff
  - uses SchoolSpring/Indeed for hiring (~90% of total staff)
  - does not require teacher certification but he prioritizes people that have worked with kids, looks for something interesting in candidates (especially international experience)
  - takes more chances with candidates than schools might take with full time teachers.
  - works hard to have an inclusive environment- all staff is included in decision making
  - A number of afterschool teachers have moved into schools as teachers, assistant teachers, long-term sub, etc.
  - Is this model transferrable to schools? How could we encourage principals/hiring committees to take more “risks in their hiring” (especially when thinking about experience gaps in comparison to other candidates”
  - Todd says, “I take people with diverse backgrounds and that ends up looking like a diverse staff”
  - He also said, “change would have to be a conscious decision by the schools”
  - Conversation following Q&A with Todd:
    - Almost all APS schools have cultural proficiency study groups because of mandate by Ast Super. MacNeal (?)
    - Outreach to teacher training programs- make it priority to hire a representative teaching staff
      - Subcommittee to school committee working on this- cultural competence with hiring being a priority of the committee
      - How do we move the needle on the percent of people of color in our classrooms? What is the benchmark for diversifying the workforce in the city?
      - Cultural diversity could be a selection criteria for our hiring committees
4. Restorative Justice for Pedrini

- Decision made behind closed doors. Threats from police unions. Other towns have fired officers for much less. Arlington has a fear of litigation.
- Public should be invited to the conversation/restorative circles
- 6 townspeople met to strategize. Lynette meeting with Adam Chapdelaine.
- Involved in the restorative circle: Rainbow Coalition, Center for Res Justice, NAACP (?), Human Rights Campaign???
- Need for feedback to community about how victims are being represented in circle
- Agenda items on this:
  - Write to Rainbow Coalition and HR Commission and ask for representation
  - Generate a response to this res justice cycle
  - Contact Adam Chapdelaine to find out more information on representation

#### Overnight Parking Ban

- Will go before town meeting selectboard on 3/25

#### Restorative Justice at AHS

- AHS student group is trying to get Center for Res Justice to come create some closure during advisory block for AHS student body

#### Manager of Diversity

- Job description has not been written
- Want to hire by July 1
- Will be through Health and Human Services

#### Bystanding Training

- Free! Suggested donation of \$10-\$20 dollars
- Two hour training
- Want more students to participate
- Purpose: train parents to train kids. Might lead to the “train the trainers training”

#### Arlington Reads (Refugee) LGBTQ Asylum Task Force speaking this W 3/13

#### AHS BSU

- New group at AHS. Want to be involved in school based DIGs and Diversity Task Force.
- Wrote a letter to engage with Ottoson rising 9th graders.
- Meet weekly.
- Going to meet with BSU about working with some Thompson students (this Thurs)- very active and motivated group of students

#### Ottoson/Gibbs

- Trying to build a DIG. got the okay from principals this week. Mia and Rajeev met with principals who want a unified approach
- Rajeev presented at PTO
- Looking for funding for part 2 of Courageous Conversations

Peirce- Children’s librarian coming to talk at parent event about the value of a diverse library